

“People who have served their time for a crime have an extensive file on who they are and where they have been. They work harder than other employees, show up to work early, stay later, accept overtime, ask for more work, do more, and truly value their jobs.”

– Arte Nathan,
former longtime HR partner to Steve Wynn, owner of Wynn Resorts.
Forbes Magazine [Should you hire an Ex-Con?](#) 11/17/16

Why become a Second Chance employer?

- Available, motivated, skilled employees.
- Lower turnover: Individuals given a second chance are frequently a company's most loyal staff.
- Safer, stronger communities: Stable employment for ex-offenders reduces the likelihood that they will commit additional crimes.
- Federal Tax Credits are available through the Work Opportunity Tax Credit program. Employers can receive a tax credit of up to \$2,400 per employee each year with minimal paperwork.
- The Federal Bonding Program provides insurance policies that protect against employee theft or dishonesty. The bonds provide six months of coverage ranging from \$5,000 to \$25,000, are available at no cost to the job applicant or the employer, and require no paperwork on the part of the employer.

To learn more about available Federal Tax Credits and the Federal Bonding Program visit Susquehanna Workforce Network at www.swnetwork.org.



Be a
**SECOND
CHANCE**
Employer

Make our community stronger by
giving individuals who have made
mistakes a second chance



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Making our Community Stronger

- A five-year study of almost 500 ex-offenders hired by Johns Hopkins University showed a lower turnover for the first 40 months versus non-offenders. Out of 79 of the most serious ex-offenders, 73 were still employed at Johns Hopkins at the end of the study with only one involuntary termination.

– Johns Hopkins University

- Analysis of 250,000 U.S. employees revealed that ex-offenders were no more likely to be fired than non-offenders, and they were less likely to quit — saving their firms a significant amount of money in employee turnover costs.

– Kellogg and Northwestern University's Pritzker School of Law

- A citizen whose last offense was seven or more years ago is no more likely to be arrested than a citizen without a record.

– Alfred Blumstein & Kiminori Nakamura: *REDEMPTION IN THE PRESENCE OF WIDESPREAD CRIMINAL BACKGROUND CHECKS*;
The H. John Heinz III College Carnegie Mellon University

- Ex-offenders on probation often have to maintain employment as a condition of release. Most parolees are drug-tested by their probation officer or halfway house at no expense to employers.



Ex-offenders are no stranger to hard work and they are grateful for the opportunity to earn a living. Most believe they have something to prove to their families and employers.

- Nearly one-third of working age Americans have a criminal record.

– Mathew Friedman; *Just Facts: As Many Americans Have Criminal Records As College Diplomas*; Brennan Center of Justice, New York University, Nov. 2017

- More than 3,000 children in Harford County have a parent under criminal supervision. – Maryland Governor's Office for Children

- In the first full calendar year after their release, only 55 percent of formerly incarcerated individuals reported any earnings, with the median earnings being \$10,090. Of those with earnings, 32 percent earned between \$500 and \$15,000, and only 20 percent earned more than \$15,000.

– Adam Looney, Director Center on Regulations and Markets, Urban-Brookings Tax Policy Center, *5 Facts about Prisoners and work, before and after incarceration*, Brookings 3/14/18

